EXHIBIT "E"



LAW OFFICES

TOBIA & SORGER ESQS., LLC

A LIMITED LIABILITY CORPORATION OF LAWYERS

500 SUPOR BOULEVARD
HARRISON, NEW JERSEY 07029

1-973-746-6000 FAX: 1-973-509-1578 HTTP://www.tobiasorger.com/

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JILL TOBIA SORGER . A B
EMAIL: JSORGER@TOBIASORGER.COM

MICHAEL A. DEMARCO •

EMAIL: MDEMARCO@TOBIASORGER.COM

BAR AFFILIATIONS

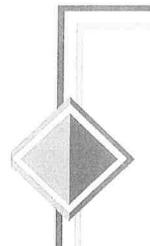
NJ BAR • FLA BAR • NY BAR •

TRENTON OFFICE

172 W. STATE STREET P.O. BOX 2041 TRENTON, NJ 08607 509-393-1442 609-393-1990 FAX

FLORIDA OFFICE

4302 HOLLYWOOD BOULEVARD SUITE 171 HOLLYWOOD, FL 33021 973-746-6000



TOBIA & SORGER ESQS., LLC

Ronald L. Tobia, Esq. and his daughter, Jill Tobia Sorger, Esq., established the firm of TOBIA & SORGER ESQS., LLC, specializing in management labor relations and construction law. Prior to forming Tobia & Sorger Esqs., LLC, Mr. Tobia practiced labor relations law for thirty-six (36) years with Schwartz, Tobia & Stanziale, a firm he and his partners organized in 1971. Ms. Sorger also practiced labor relations law at Schwartz, Tobia & Stanziale for thirteen (13) years prior to the establishment of the new firm.

The attorneys of TOBIA & SORGER ESQS., LLC have a combined total of over sixty-two (62) years of experience in representing both large and small employers, in New Jersey as well as in Florida, in all stages of development, from newly established businesses to large public companies and New Jersey State Authorities.

Mr. Tobia served for fifteen (15) years as Special Labor Counsel and Special Litigation Counsel to the New Jersey Turnpike Authority (from 1991 to 2006) and for five (5) years to the Delaware River Joint Toll Bridge Commission (from 1999 to 2004), and for ten (10) years to Fisher Island Florida Community Association (from 1999 to 2009). Mr. Tobia also served as Special Labor Counsel to the Associated General Contractors of New Jersey (from 2000 to 2003) and currently serves as Special Labor Counsel to the Utility and Transportation Contractors Association of New Jersey (since 1978), a position he has held for over thirty (30) years). In addition, Mr. Tobia has extensive experience in the representation of Taft/Hartley Funds. Since 1972, he has continuously served as management trustee counsel to the Multiskilled Funds and also currently represents I.B.E.W. Local 164 Funds as the management counsel.

In representing his clients, Mr. Tobia has successfully negotiated collective bargaining agreements with almost every major trade union in the State of New Jersey. Mr. Tobia brings to the bargaining table extensive experience in management labor relations in both the public and private sectors. Mr. Tobia handles all types of litigation, including NLRB and PERC proceedings, strikes and picketing, federal and state labor, discrimination and harassment litigation, contract negotiations, administration and arbitrations. He also has considerable expertise in the construction industry. Because of his broad experience in the management-labor relations area, Mr. Tobia is frequently called upon by trade organizations to conduct seminars on labor relations issues.



TOBIA & SORGER ESQS., LLC represents private and public sector Employers in all aspects of Employer-Employee/Union and Non-Union Relations:

- Negotiation and Administration of Collective Bargaining Agreements;
- National Labor Relations Board and Public Employment Relations Commission proceedings;
- Arbitration and Mediation proceedings before the NJ State Board of Mediation, the American Arbitration Association, and other entities;
- Taft-Hartley Fund Matters;
- Federal District Court Litigation in New Jersey, New York, and Florida;
- Drafting and Administration of Employment Policies, Manuals and Agreements;
- Prevailing Wage Rate and Wage & Hour matters before the U.S. Department of Labor, as well as all State Departments of Labor;
- Litigation of Employee Claims of Discrimination, Sexual Harassment, Entitlements under Family and Medical Leave, Wrongful Discharge and Disabilities;
- Training and instruction regarding preventing and handling harassment and discrimination in the workplace;
- Litigation of complex federal and state matters regarding ERISA, OSHA, EEOC, ADA, WARN, and Pension and Welfare matters at all levels.



RONALD L. TOBIA

Ron Tobia began his career in labor law as Special Assistant to the National Labor Relations Board, Region 22. Following a 1969 clerkship with The Honorable Charles S. Joelson of the Superior Court of New Jersey, he served as attorney and mediator for the New Jersey Public Employment Relations Commission. He was a Labor Law Adjunct Professor at Rutgers University and Upsala College, and a lecturer in Labor Law for the Institute for Continuing Education. In 1971, Mr. Tobia became a Senior Partner with the law firm of Schwartz, Tobia & Stanziale where he chaired the firm's Management Labor and Employment Law Department.

Mr. Tobia served for fifteen (15) years as Special Labor Counsel and Special Litigation Counsel to the New Jersey Turnpike Authority (from 1991 to 2006) and for five (5) years to the Delaware River Joint Toll Bridge Commission (from 1999 to 2004), and for ten (10) years to Fisher Island Florida Community Association (from 1999 to 2009). Mr. Tobia also served as Special Labor Counsel to the Associated General Contractors of New Jersey (from 2000 to 2003) and currently serves as Special Labor Counsel to the Utility and Transportation Contractors Association of New Jersey (since 1978), a position he has held for over thirty (30) years). In addition, Mr. Tobia has extensive experience in the representation of Taft/Hartley Funds. Since 1972, he has continuously served as management trustee counsel to the Multiskilled Funds and also currently represents I.B.E.W. Local 164 Funds as the management counsel.

In representing his clients, Mr. Tobia has successfully negotiated collective bargaining agreements with almost every major Irade union in the State of New Jersey. Mr. Tobia brings to the bargaining table extensive experience in management labor relations in both the public and private sectors. Mr. Tobia handles all types of litigation, including NLRB and PERC proceedings, strikes and picketing, federal and state labor, discrimination and harassment litigation, contract negotiations, administration and arbitrations. He also has considerable expertise in the construction industry. Because of his broad experience in the management-labor relations area, Mr. Tobia is frequently called upon by trade organizations to conduct seminars on labor relations issues.

BAR ADMISSIONS:

State of New Jersey, 1970
State of Florida, 1969
United States District Courts:
District of New Jersey
Southern and Eastern Districts of New York
Southern District of Florida

EDUCATION:

University of Miami School of Law, J.D., 1969 Lafayette College, B.A., 1966



PROFESSIONAL AFFILIATIONS:

American Bar Association
New Jersey State Bar Association
Essex County Bar Association
Florida Bar Association
American Arbitration Association
Industrial Relations Research Association
Labor Law Society, University of Miami School of Law
President, 1969 and Charter Member, 1968

AWARDS & DISTINCTIONS:

"Man of the Year" Award, 1990, by Associated Builders & Contractors of Northern NJ
"Best Lawyers in America," 1987 - present
"Who's Who in American Law," 1990 - present
Dean's List: University of Miami School of Law
Dean's List: Lafayette College
History Honors: Lafayette College

Law Course Distinctions: Labor Law (1st); Trusts &

Wills (2nd)

PUBLIC AUTHORITIES REPRESENTED

New Jersey Turnpike Authority (from 1991 to 2006)
Delaware River Joint Toll Bridge Commission (from 1999 to 2004)

TAFT-HARTLEY FUNDS EXPERIENCE:

Multi-Skilled Employees and Employers Welfare Fund
Counsel to Management Trustees since 1972

Multi-Skilled Employees and Employers Apprenticeship & Training Fund
Counsel to Management Trustees since 1990

International Association of Long Shoreman's Funds
Special Counsel since 2004

Local 164, I.B.E.W. Welfare, Pension & Annuity Funds since 2008

PUBLICATIONS, RESEARCH AND PRESENTATIONS:

"Labor Relations Corner" contributor for <u>Utility and Transportation</u> <u>Contractor</u> bimonthly publication.

"Employer/Employee Rights," Utility and Transportation Contractors Association Executive Seminar Leader, 1991.

"The Construction User Information Guide on Labor Law," Associated Builders & Contractors Association of Northern New Jersey, Construction Users Conference Booklet, 1988.



"New Developments in the Law on Double Breasting, Pre-Hire Agreements, and Handbilling in the Construction Industry," Associated Builders and Contractors of Northern New Jersey and the Associated Builders and Contractors of New Jersey, State Convention Leader, 1988.

"So You Think You're A Good Boss," Associated Builders and Contractors of Northern New Jersey Seminar Leader, 1988.

"Owner-Operators and the New Jersey Prevailing Wage Act," Utility and Transportation Contractors Association Board of Directors Meeting Presentation Leader, 1989.

"Preparing for Bargaining", New Jersey School Board Association - Negotiating News, November 1972.

"Equal Pay for Professional School Personnel," New Jersey School Board Association - Negotiating News, June 1973.

"Labor and Legal Process," <u>University of Miami Law Review,</u> Summer, 1969.

Thesis: "George W. Norris and Norris-LaGuardia Act, 1969.

"So You Think You're A Good Boss," Fisher Island Holdings Supervisor-Employee Labor Relations Seminar Leader, June 2005.

New Jersey Bar Association CLE Construction Labor Relations Seminar, June 2008

ORGANIZATIONS

New Jersey Republican State Committee - Finance Co-chairman, (1993)
Montclair Kimberley Academy - Board of Trustees, 1985 to 1996
Whole Theatre of Montclair - Board of Trustees, 1987 to 1990
Our Lady of the Lake Church
New Jersey Bar Association - Labor Law Section
American Bar Association - Labor Law Section
Essex County Bar Association
Florida Bar Association - Labor Law Committee
American Arbitration Association
Industrial Relations Research Association
Labor Law Society of University of Miami School of Law President, 1969 and Charter Member, 1968

PUBLIC POSITIONS

State of New Jersey, Public Employment Relations Commission:
Hearing Officer and Mediator (June 1970 - September 1971)
National Labor Relations Board, Region 22, Newark, New Jersey:
Legal Assistant (June - September in 1967 and 1968)



OTHER LEGAL EXPERIENCE

U.S. Army, Judge Advocate General Corps' Staff Legal Services Counselor, Ft. Jackson, South Carolina

JUDICIAL CLERKSHIP

Honorable Charles S. Joelson, New Jersey Superior Court, Law Division, Passaic County (September 1969 - June 1970)

TEACHING EXPERIENCE

Labor Law Society, University of Miami School of Law, Labor Management Relations

U.S. Army, Judge Advocate General Corps' Staff - Military and Civil Law Rutgers University - Adjunct Professor - Public Sector Collective Bargaining Upsala College - Adjunct Professor

New Jersey State Bar Association 1974 PERC Amendments Workshop New Jersey School Board Association - School Board Negotiations, Mediation and Fact Finding

ASSOCIATIONS REPRESENTED

Affiliated Heavy Construction Contractors, Inc.

Associated Builders and Contractors of Northern New Jersey, Inc. (1973 to 2002)

Associated Builders and Contractors, Inc. (National Association) (1973 to 2002)

Associated Contractors of Essex County, Inc. a/w Building Contractors

Association of New Jersey, A.G.C.

Associated Contractors of Monmouth and Ocean Counties, Inc. a/w Building Contractors Association of New Jersey, A.G.C.

Associated Independent Contractors, Inc.

Building Contractors Association of New Jersey, a/w Associated General Contractors of America

Multi-Skilled Contractors Association, Inc.

National Home Builders Association, Inc. (National Association)

New Jersey Business Industry Association

Sheetmetal Contractors Association of Union, Morris, Somerset and Sussex Counties

Utility & Transportation Contractors Association of New Jersey



JILL TOBIA SORGER

Jill Tobia Sorger is a Partner with her father, Ronald L. Tobia, Esq., in their firm of TOBIA & SORGER ESQS., LLC. Ms. Sorger has spent the last 13 plus years handling all aspects of litigation and management labor relations and employment law in the private and public sectors, in both New Jersey and Florida, including NLRB and PERC proceedings, strikes and picketing, federal and state labor, harassment and discrimination litigation, and contract negotiations, administration and arbitrations. Ms. Sorger was assigned primary responsibility for managing all labor matters at the New Jersey Turnpike Authority during the firm's representation of the Authority. Ms. Sorger also specializes in providing preventative training and advice to all types of employers, from physician practices and retail entities to construction companies, regarding harassment and discrimination in the workplace, and further specializes in obtaining WBE/MBE/DBE certifications for women, minority businesses and disadvantaged business enterprises. Ms. Sorger formerly worked at the New Jersey Public Employment Relations Commission (PERC) (1993-1995).

EDUCATION:

J. D. - Seton Hall University School of Law, 1995 B. A. - Columbia University, 1992

PROFESSIONAL AFFILIATIONS:

American Bar Association New Jersey State Bar Association New York Bar Association Florida Bar Association

BAR ADMISSIONS:

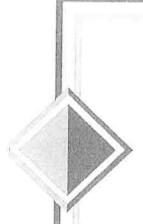
New Jersey Bar (1995) New York Bar (1996) Florida Bar (1996)

United States District Courts:

District of New Jersey
Southern and Eastern Districts of New York
Southern District of Florida

PROFESSIONAL COMMITTEES:

New Jersey State Attorney Ethics Committee

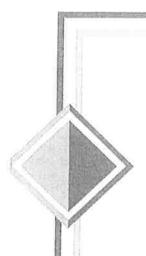


PUBLICATIONS:

"Labor Relations Corner" contributor for <u>Utility and Transportation Contractor</u> bimonthly publication.

Recent articles include:

- Have Your Reexamined Your Employee Handbook Lately? December 2012
- •NLRB Rules that Employers May Not Maintain a Blanket Policy Requiring Employees to Refrain from Discussing HR Investigations October 2012
- •NLRB Posting Requirements: What Every Employer Should Know June 2012
- •Placing The Union Fund Audit Under a Microscope February 2012
- Department of Labor Notice to Employers on Record Keeping December 2011
- •Is This The End Of "Double-Breasting" As We Know It? October 2011
- •Wage and Hour Lawsuits: There's an App for That! July 2011
- Funds Are Aggressively Pursuing Alleged Contribution Deficiencies: Have You Reviewed Your CBA Lately? April 2011
- "STRICT Liability" for Subcontractor Delinquencies February 2011
- Contractors Take Note: the OFCCP Announces an Increased Focus on EEO and Affirmative Action Requirements for Veterans and Individuals with Disabilities May 2010
- Audits Revisited March 2010
- Contractor Alert: COBRA Subsidy Extended and Expanded January 2010
- NLRB Sustains An Employer's Right to Sue A Union November 2009
- Paying Attention to Equal Employment Opportunity and Affirmative Action Compliance September 2009
- New Jersey Paid Family Leave Revisited July 2009
- Ex-Employee Theft of Company Data: A Growing Concern In A Declining Job Market May 2010
- Contractor Alert: COBRA Subsidy in Economic Stimulus Package Imposes Many
- Immediate Responsibilities on Employers March 2009
- Revisiting "Double-Breasting" ... Again January 2009



MICHAEL A. DeMARCO

Mr. DeMarco joined TOBIA & SORGER ESQS., LLC in January 2013. A 2010 graduate of New York Law School, he most recently worked in the Federal Public Defender's Office for the District of New Jersey where he conducted complicated legal research and participated in sentencing hearings. Mr. DeMarco is presently working within all areas of our practice.

EDUCATION:

J. D. - New York Law School, New York, NY (2010)

B. S. - Montclair State University, Montclair, NJ (2004)

PROFESSIONAL AFFILIATIONS:

New Jersey State Bar Association

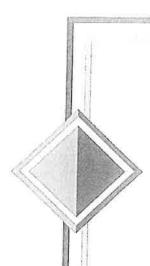
BAR ADMISSIONS:

New Jersey Bar (2010)

United States District Courts: District of New Jersey

AWARDS & DISTINCTIONS:

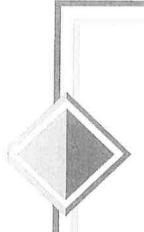
Dean's List: Montclair State University, Montclair, NJ Dean's List: New York Law School, New York, NY



REPRESENTATIVE CLIENTS

A-One Waste Solutions, LLC Anselmi & DeCicco, Inc. Associated Independent Contractors B. Anthony Construction BAM Construction Group LLC Barbella Environmental Technology Bil-Jim Construction Company, Inc. Borough of Roselle Breen Trucking Services, Inc. C.B.F. Trucking, Inc. C.J. Hesse Camden Cty Community College Campanelli Companies Carbro Constructors Corp. Carson & Roberts Case Foundation Company Century 21 Construction City of Bayonne- Motby City of Linden Classic Sanitation Clayco Construction Company Conti Enterprises, Inc. Cornell & Company, Inc. Cornerstone Environmental Continental Service Systems Crown Roll Leaf, Inc. Crisdel Construction Cruz Construction Corp. Darling Delaware, Inc. Delaware River Joint Toll Bridge Commission Della Pello Construction Co., Inc. The Dermatology Group Di Giorgio Corp. Disch Construction, Inc. Dynair Services, Inc. Eastern Concrete Materials, Inc. **EMCON** EPIC/Synagro Technologies, Inc. Eastern Concrete Materials, Inc. Eastern Environmental, Inc. Ferreira Construction Co. Inc. Fisher Island Community Assn. Fleet Bank Frilze/Keyspan Geo-Con Constructors Green Construction, Inc. Hackensack Univ. Medical Center Happy Time Trucking, LLC

IDT Corporation Integrated Construction Co., Inc. J. F. Kiely Construction, Inc. J. Fletcher Creamer & Son, Inc. J.H. Reid General Contractor J. D'Annunzio & Sons, Inc. J. Supor & Son Trucking & Riggina Jeffrey M. Brown Associates, Inc. Kor Companies Liberty Helicopters, Inc. Lighton Industries, Inc. Longo/Puerto Rico, Inc. Market Street Contractors, Inc. Mayrich Construction Corp. McKinney Drilling Company Keller Foundations Kiely Service Company Media News Group Metra Industries, Inc. Metro Homes, LLC Metropolitan Trucking Millennium Pipeline Montclair Orthopaedic Group Morgan Crucible Company, PLC Multi-Skilled Contractors Assn. NASDI, LLC **Neshaminy Contractors** Net2Phone New Jersey Turnpike Authority New York Bituminous North Jersey Health, P.A. O.A. Peterson Construction Co. Inc. Ocean County Landfill Corp. Okonite Company PKF-Mark III, Inc. Perini Construction, Inc. Platinum General Services, Inc. Prison Health Services, Inc. Property Management, LLC Rockefeller Group International, Inc. Rover & Son Iron & Steel Co., F. Seminole Construction, LLC Servidone Construction Siemens Energy, Inc. Slattery Skanska Inc. Siemens Energy, Inc. Solar Nation, Inc. Spiniello Companies Stavola Asphalt Construction Stone Industries, Inc. Stone Hill Contracting Co., Inc.



Stratus Services Group
Tarhell Construction
Testa Corp.
TEV Trucking
The Dermatology Group
Thalle Industries, Inc.
Thomasville Furniture Stores
Town of Newton
Township of Wayne
TrevCon Construction Co., Inc.
Troy Chemical Corp.

T. Sanchez Trucking, Inc.
USA Concrete, Inc.
Utility & Trans. Contractors Assn.
Vollers Excavating & Construction
Vornado Realty Trust
W.S. Hiler Trucking
Waste Management, Inc.
Weeks Marine, Inc.
White Rose Meats
Wilf Development Companies
Worth Construction, Inc.